

# Diversity and Anti-Discrimination Policy

## Scope and purpose

---

Techem is committed to promoting Diversity, Equity & Inclusion (DEI) throughout the company and rejects all forms of discrimination. This guideline applies to all employees, managers and organizational units as well as independent contractors and individuals working on behalf of or for the Techem Group. The principles of DEI are to be considered in all processes and have particular relevance in personnel processes.

The purpose of this guideline is to demonstrate our commitment to promoting DEI and dealing responsibly with discrimination. We view our efforts to increase DEI as an ongoing process that we regularly review and adapt. By engaging with internal and external stakeholders, we gain insights into systemic inequalities in our society and critically reflect on our own role within this environment.

## Techem's understanding of Diversity, Equality and Inclusion

---

For Techem, DEI means that all employees

- view diversity as enrichment,
- receive individual support in order to experience real equal opportunities,
- can be themselves and experience appreciation,
- live by common Techem values, which form the foundation for our cooperation.

We want to create a working environment in which our employees can flourish – regardless of age, ethnic origin/nationality, gender and gender identity, physical and mental abilities, religion and ideology, sexual orientation and social background (core dimensions of the “Charta der Vielfalt”). Furthermore, we do not tolerate discrimination on the basis of marital status, parenthood, leisure activities or even management status or function.

For Techem, equity means that employees are supported by individually tailored measures in order to achieve equal opportunities despite different requirements.

In order to avoid discrimination, exclusion and isolation, Techem strives for an inclusive company culture.

## Our focus and goals

Based on a participatory strategy process, Techem has defined a Diversity Roadmap with three fields of action in order to continuously promote a company culture characterized by DEI:



### For more awareness & inclusion

#### Goals:

- Sensitised workforce
- Leaders acting as role models
- Strong employees with diversity characteristics

### For fair framework conditions

#### Goals:

- Bias-free recruitment procedures
- Fair working conditions
- Equal opportunities for development and career advancement

### Against discrimination

#### Goals:

- Trusting environment in which cases of discrimination are reported
- Clear consequences for discriminatory behaviour

## Commitments

In order to advance the goals for greater DEI, Techem is committed to the following practices:

### a) Conformity

Techem complies with binding obligations – such as relevant legal requirements on diversity and anti-discrimination – and respects the standards of the International Labor Organization (ILO).

### b) Unbiased recruitment process

Techem is committed to hiring people with diverse characteristics. Advertisements are therefore worded neutrally and recruiters are trained in their ability to deal with subconscious prejudices.

### c) Fair benefits

Techem places importance on equal pay for equal performance. This is why Techem is increasingly addressing the gender pay gap, among other things.

### d) Flexible working models

In order to take account of the different situations of employees, Techem offers flexible and mobile working where possible.

### e) Continuous awareness-raising

In order to raise awareness of DEI and discrimination, awareness-raising measures strengthen the handling and reduction of prejudices. In addition, all employees in Germany take part in a biannual mandatory diversity training.

### f) Strengthening individuals

Employees have the opportunity to take advantage of various training opportunities for personal development and strengthening resilience. Employees in Germany are given the opportunity to discuss diversity issues as part of employee networks.

### g) Fair opportunities for further development

All employees are given the opportunity for personalized training and are evaluated on the basis of their performance and potential.

## Dealing with discrimination

---

A culture characterized by DEI rules out any form of discrimination. Cases of discrimination against colleagues, customers, visitors, suppliers or third parties can be reported to managers, Human Resources, the Compliance Department or the Works Council. Techem has also set up an [anonymous reporting channel](#) for cases of discrimination or harassment, among other topics, where those affected can report misconduct. All cases of discrimination or harassment are taken seriously and handled with the utmost care.

## Non-retaliation

---

At Techem, employees are encouraged to make complaints about inappropriate or unlawful behavior towards the employer, manager or colleagues. It follows that no adverse action may be taken to protect any employee who makes a complaint unless the allegations were deliberately false. The principle of non-retaliation also protects those who review or investigate a complaint or concern, act as witnesses or provide background information on the complaint or concern, or make decisions or recommendations regarding sanctions in any of the grievance procedures. Retaliation includes actions such as demotion from a position, victimization, reductions in pay, negative performance evaluations, or exclusion from events. A finding of retaliation can result in disciplinary action.

## Responsibilities for the topic of DEI and implementation of the policy

---

The topic of DEI is managed by the HR, Legal and Claims department in cooperation with Sustainability Management, or internationally by the respective Managing Director. The status of the Diversity Roadmap with its measures, targets and KPIs is reported several times a year as part of the Sustainability Council. The Diversity Roadmap is validated at regular intervals together with the Management Board.

The implementation of the Diversity and Anti-Discrimination Policy is the responsibility of each individual manager.

## Important links and contact details

---

- Anonymous reporting channel: [Whispli](#)
- We provide several contact points internally